



United States Department of State

*Washington, D.C. 20520*

November 18, 2019

The Honorable  
Robert Menendez, Ranking Member  
Committee on Foreign Relations  
United States Senate  
Washington, DC 20510

Dear Senator Menendez:

Thank you for your November 12 letter regarding the testimony of Department of State personnel in the impeachment inquiry of the House of Representatives. Secretary Pompeo is proud to lead the Department's workforce, and we are doing all we can to get the Department's talented diplomats out in front in every corner of the world leading America's diplomacy.

A number of Department employees have testified before the House of Representatives during its inquiry regarding Ukraine. No employee has faced any adverse action by the Department for testimony before Congress on this matter. The Department will not discipline any Department employee for appearing before Congress in response to a subpoena.

The Department has also proactively established a program to provide financial assistance with respect to private counsel legal fees incurred by Department employees. Additionally, our diplomats who have testified before the House have prepared for testimony and appeared before the House while on regular pay status and with approved travel orders so that they have not had to expend personal leave or incur travel-related expenses.

We will continue to review additional ways to support Department personnel in relation to the House inquiry, consistent with policies and regulations.

Sincerely,

A handwritten signature in blue ink that reads "Brian Bulatao".

Brian Bulatao  
Under Secretary of State